



KORN FERRY™  
| HayGroup

# Talent Q Elements



Ability tests, such as Talent Q Elements, have been scientifically proven\* to be strong predictors of job performance.

Elements is a suite of online adaptive ability tests measuring verbal, numerical and logical reasoning skills, designed for use in graduate, professional, managerial and executive level roles.

Developed using psychometrically robust adaptive testing methodology, Elements tailors the difficulty of the next question presented based on the candidate's previous responses. This ensures the questions they see are at the right level of challenge for them and means there is no upper ability cap on the test, so candidates can demonstrate their true ability. Because Elements adapts based on the candidate's responses there's no need for individuals to spend unnecessary time filling out a lengthy questionnaire - Elements provides a better candidate experience without compromising on scientific rigor.

\*Schmidt and Hunter (1998) demonstrated that tests of cognitive ability have a level of prediction which is as high, or higher, than any method for selecting personnel, including structured interviews, work samples, assessment centers or personality questionnaires.



## USING ELEMENTS IN YOUR ORGANIZATION.

Our Elements ability tests can be used on their own or alongside other assessments in various ways across the entire employee lifecycle.



**To help you make objective screening decisions.**

Elements tests are particularly useful in filtering out unsuitable candidates early on in a recruitment campaign. This enables you to make quicker decisions and only invest resources in the later stages of the recruitment process.



**To identify high potential candidates and support succession planning.**

The dynamic nature of Elements enables candidates to show their full potential as they progress through the testing system according to ability. This is a fair and objective way of identifying individuals with the potential for progression.



**To deliver a seamless candidate and administrator experience.**

Elements can be fully integrated into an applicant tracking system (ATS) to deliver an intuitive and seamless process for candidates and administrators. All candidate communications can be conducted using your own ATS rather than requiring multiple systems.

# THE ELEMENTS SUITE.

Our Elements ability tests can be used on their own or alongside other assessments in various ways across the entire employee lifecycle.

## Elements Verbal

Elements Verbal consists of 15 questions based on passages of text, designed to measure a candidate's ability to interpret written information correctly. This is important for any work involving the communication of ideas or understanding written information. It can also be important for work requiring analytical thinking.

**Average test completion time: 12 minutes**

**Why work?**

Why do people work? To many, this is an absurd question. They believe that the sole reason for working is to provide for themselves and their families.

However, many people work even if they do not have an economic need to do so. For them, work can satisfy many other needs. It can have a social dimension, or provide a necessary intellectual stimulation. It may even be the means of defining the person they are.

Many books have been written on this subject and various theories proposed regarding the motivation to work. But none of these theories answers all of our questions on the subject.

Which **one** of these statements is definitely correct in light of the text?

- Nobody would work if they didn't have to.
- Only one book has ever been written about why we work.
- Most people work just to get intellectual stimulation.
- Earning money is one of the reasons for working.
- Everyone who wins the lottery gives up working.
- There can only be one theory about motivation to work.

Return to dashboard Skip practice Submit response

## Elements Numerical

Elements Numerical consists of 12 questions based on information presented in tables, designed to measure a candidate's ability to analyze and draw inferences from numerical information and data. Numerical reasoning ability is important for a variety of roles that involve working with data.

**Average test completion time: 12 minutes**

**Mobile phone tariffs**

| Monthly charges | Free calls | Call costs        | Calls out           | Calls in   |
|-----------------|------------|-------------------|---------------------|------------|
| Contract name   | (£)        | (hours per month) | Time of call (made) | (received) |
| Basic           | 10.00      | 3                 | Standard 6.00       | Free       |
| Premium         | 20.00      | 10                | Cheap 3.00          | Free       |

Call costs are in £s per hour.  
Free calls apply only to calls made in standard hours.  
Cheap hours are evenings and 12:00 - 06:00.

If I have a basic contract, how many hours of free calls could I have in a year?

Once you have selected your answer(s), please press 'Submit response'.

Select correct (or nearest) answer.

3 hrs

Return to dashboard Skip practice Submit response

## Elements Logical

Elements Logical consists of 12 questions based on an incomplete series of symbols, designed to measure a candidate's ability to analyze abstract information and apply this to determine outcomes and patterns. Logical reasoning ability is important for a variety of roles requiring complex problem solving.

**Average test completion time: 9 minutes**

The screenshot shows a test question interface. At the top, a box labeled "Logical sequence" contains a 2x3 grid of symbols. The top row has three left-pointing arrows (◀). The middle row has a right-pointing arrow (▶) on the left, a grey box with a question mark (?) in the center, and a right-pointing arrow (▶) on the right. The bottom row has three left-pointing arrows (◀). Below this is a box labeled "Alternatives" containing a 2x7 grid of symbol options. The top row contains: a left-pointing arrow (◀), a right-pointing arrow (▶), two right-pointing arrows (▶▶), two left-pointing arrows (◀◀), a left-pointing arrow followed by a right-pointing arrow (◀▶), a right-pointing arrow followed by a left-pointing arrow (▶◀), and three right-pointing arrows (▶▶▶). The bottom row contains: three right-pointing arrows (▶▶▶), two right-pointing arrows (▶▶), three left-pointing arrows (◀◀◀), two left-pointing arrows (◀◀), three left-pointing arrows (◀◀◀), two left-pointing arrows (◀◀), and three left-pointing arrows (◀◀◀). At the bottom of the interface are three buttons: "Return to dashboard", "Skip practice", and "Submit response".

# WHAT IS ADAPTIVE TESTING?

Adaptive testing enables Elements ability tests to be significantly shorter than others. This is because candidates only answer questions that have been specifically chosen to challenge their individual ability level.

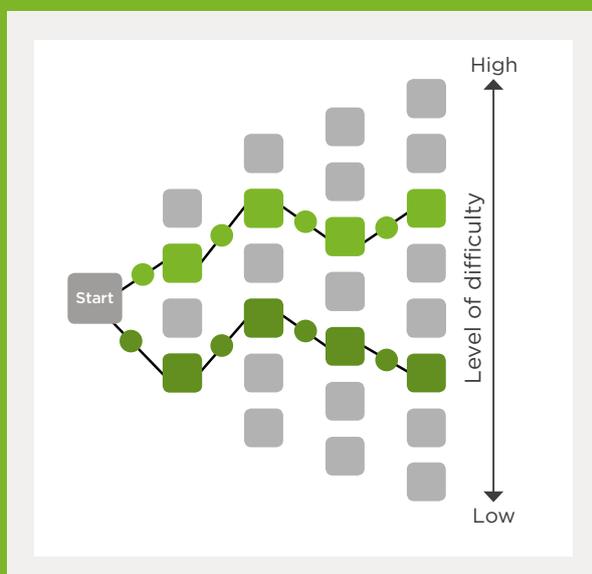
## How do Elements adaptive tests work?

**Starting the test:** all candidates start Elements tests at the same point, with a question of average difficulty.

**Answering the questions:** answer a question correctly, within the allocated time limit, and the next question presented will be of a harder level of difficulty. If the question is answered incorrectly, or is not answered within the allocated time limit, the next question presented will be of an easier level of difficulty.

**Progressing through the test:** this process continues until the candidate finishes the test. Elements adapts to the candidate's level of ability and tailors the route through the test appropriately.

**Finishing the test:** once all questions have been answered, the system automatically calculates the candidate's final score. Scores are based on the level of difficulty of each question and whether or not the candidate answered it correctly.





## THE ADVANTAGES OF ADAPTIVE TESTING.

- The candidate spends more time on questions that are pitched at the appropriate difficulty level for them, rather than wasting time answering questions that are too easy or struggling with questions that are too difficult.
- The candidate is required to complete fewer questions, therefore the tests take less time, providing a better candidate experience.
- A candidate taking an assessment multiple times is extremely unlikely to see the same question twice; unlike fixed tests where they may see the same questions three or four times in one year as they go through the application process for different organizations. This increases test security and reduces the possibility for candidates improving their performance purely through practice.
- Organizations no longer need to maintain a suite of ability assessments covering different ability levels, as all roles from supervisor upwards can use the same test.
- The tests are based on robust scientific/ psychometric methods.



Increasingly, organizations are using our composite norm as their preferred approach, allowing them to compare people across all job levels for applications such as high potential identification and succession planning.

## TEST SECURITY.

**Secure content:** the adaptive nature of the Elements tests means that candidates are presented with a randomized combination of questions that are unique to their level of ability. This reduces the chance that any two candidates will receive the same test, and also helps reduce the chance that questions and correct answers can be published.

**Supervised verification tests:** Elements includes three verification tests – short followup assessments completed under controlled conditions. The verification tests start at the level an individual attained in the main test, and confirm whether the candidate achieves a similar score in the follow up test sessions. For many clients, simply the possibility of conducting verification is very helpful as it strongly deters any attempts to cheat.



## REPORTS.

Elements test results are presented as percentile scores. These compare the candidate's score against other test takers in the relevant comparison (or norm) group.

You are able to compare candidate scores with one of our three norm groups:

- Professional, graduate and managerial.
- Customer service, administrative and similar (non-graduate).
- Composite (everyone from the Talent Q database).

Increasingly, organizations are using our composite norm as their preferred approach, allowing them to compare people across all job levels for applications such as high potential identification and succession planning.

You can also compare candidate scores on Elements (and Dimensions, our personality questionnaire) against a role profile that you have created in the assessment system. Within the role profile, you will have set the cut-off score for each ability test and the system then presents a 'percentage fit' score for each candidate.

When a candidate has also completed Dimensions, their Elements results can be incorporated into a combined report to give a more rounded view.

## KEY BENEFITS.

There are a wide range of benefits to using Elements in your recruitment and development processes.

|                                 |  |
|---------------------------------|--|
| <b>Speed</b>                    | Each Elements test takes approximately 9-12 minutes to complete - half the time of most ability tests - without compromising on scientific rigour.   |
| <b>Fairness</b>                 | Test difficulty is not predetermined by any assumptions of candidate ability, enabling a candidate to demonstrate their true ability.  |
| <b>Reliable</b>                 | Elements can be completed remotely but results can be confirmed with a 6-8 minute verification test (at no extra cost), completed in person to minimize the risk of cheating.  |
| <b>Secure</b>                   | Elements' adaptive structure means that each candidate is likely to receive a unique combination of questions. There are also multiple versions of the questions, which further decreases the chances of two people receiving the same test. Both of these features reduce the chances that questions and correct answers can be published.  |
| <b>Multiple-use of the data</b> | Elements data can be re-used and interrogated for multiple purposes, so while you may have gathered data initially for recruitment, it can later be used for succession planning and identifying potential.  |
| <b>Easy to integrate</b>        | Elements can be integrated with applicant tracking and HR systems, thereby providing a seamless volume recruitment proposition.  |
| <b>A single test system</b>     | With Elements there's no need to maintain a large suite of tests for different ability levels due to its adaptive nature, and while there are three tests within Elements, each can be taken separately.   |
| <b>Customization</b>            | Elements can be re-branded using your own branding and design.   |
| <b>Global</b>                   | Elements is currently available in over 40 languages, making it an ideal choice for organizations conducting global assessment programmes.   |
| <b>Return on investment</b>     | By using a robust and valid assessment in the early stages of a recruitment process, unsuitable applicants can be screened out so that the more costly, often face-to-face stages can be conducted with those candidates that appear to be more suitable for the role. Also, by introducing an assessment with proven validity, the organization will very soon see marked differences in the productivity |



## ABOUT KORN FERRY

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing the full power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organization Design
- Talent Strategy and Work Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
- Leadership Development

See how we help your organization rise **UP** at **kornferry.com**

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